



TRANSFORMATION NEWSLETTER

JANUARY 2007



The Basics

This monthly newsletter aims to give you the most up-to-date information on what is happening with transformation within the New Hampshire Army National Guard.

A NHARNG Transformation Team formed earlier this fall, including both M-day and full-time leaders. The team is broken into five functional groups; personnel, training, logistics, facilities and communications (the team bringing you this newsletter). Each team meets at least once a month, and this newsletter will give you a quick synopsis of what is going on in each team and how it will affect you and the NHARNG.

Along with this newsletter we are also standing up a transformation website that will have answers to frequently asked question, useful links, a submit a question page, outlines of the new force structure and any other updates that are available. This website is under construction and should be fully functional by mid January. Once complete, information to access this site will be forwarded to your chain of command and included in the next copy of this newsletter.

Your Unit and Your Job

From the Personnel Team:

In January, the process of shifting individuals from old positions to new positions will begin. Attached to this transformation letter is a complete overview of what you can expect over the next few months. Please read the attachment carefully.

These documents are a must-read for anyone in a transforming unit.

Your Education and Training

From the Training Team:

Over the course of the last month the Training Team has focused on individual training requirements needed in the short term. Specifically, the timeline for locking in schools for 2008-2009 and linking these requirements with the final outcome of the phase 1 and phase 2 personnel transformation process.

During the next few meetings we will begin to look at some of the other individual and collective training requirements (i.e. new equipment training, training guidance...) that are needed to ensure a smooth transition.

Your Armory

From the Facilities Team:

The Facilities Team met earlier this month and began the process of linking up the future unit requirements with their new armories as identified by the stationing plan.

Our first priority is looking at the armories/locations that are going to support multiple units and developing a plan that will provide each of these units with the infrastructure (orderly rooms, arms rooms, communication requirements...) they need to be successful.

As we gather these requirements from units over the next month we will begin to identify what work must be completed within these areas as well as the breakdown and assignment of areas to specific units.

Your Equipment and Supplies

From the Logistics Team:

The Logistics Team is continuing to work through the process of identifying and turning in old equipment while coordinating the arrival of new equipment.

Most recently, the property book officers, working with supply (G4), have identified equipment that can be moved from 1st and 2nd Battalion to the 237th MP Company to fill shortages.

The 372 Signal Company is 'active' in the logistics system and equipment has been identified to transfer to them from the 1st and 2nd battalion.

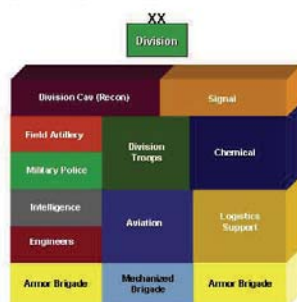
Both battalions have also identified which howitzers they will keep after 1 October and which will be turned in.

Today's Challenges...

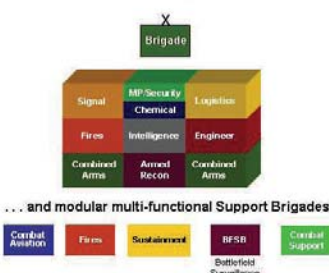
- War is the norm, peace is the exception
- Our enemies use guerrilla tactics to try to gain the upper hand
- Our competitors are highly skilled and technologically advanced
- Conventional conflicts are still possible
- There is an enormous pool of potential combatants driven by ideals hostile to our own
- Our homeland is part of the battle space
- We are adapting to these challenges NOW

From Division to Brigade - Centric

FROM: An Army based around large, powerful, fixed organizations



TO: An Army designed around smaller, more self-contained organizations



A More Ready and Relevant Force

We must create units that are more relevant to Geographical Combatant Commanders and generate versatile combat power with units that are...

- More self-contained, sustainable, lethal force packages
- Organized with capabilities for the full range of missions
- Truly cooperative – a trained and ready member of the joint force
- Comprised of adaptive, competent, and confident soldiers and leaders

Newsletter Information Summary Attachment Personnel Transformation Team

15 December 2006

The following is the monthly summary of information from the Personnel Transformation Team (PTT):

- 1) The PTT has met five times to discuss all aspects of transformation regarding personnel slotting.
- 2) The PTT's mission is to ensure all soldiers have an assignment within the new force structure of the NHARNG by 30 Oct 2008.
- 3) The stationing plan has been approved and is included as an enclosure.
- 4) The Personnel Transformation plan will consist of three phases:
 - Phase 1 – qualified or like MOS cross leveling of E1-E7 (Dec 2006 thru Feb 2007)
 - Phase 2 – job fair/placement (March 2007 thru May 2007)
 - Phase 3 – post placement (>May 2007)
- 5) Phase 1 of the personnel transformation plan begins on 19 December 2006. This phase involves slotting Soldiers from five current units into same or like MOS' within the new transformation units.

Current Units

197th FA BDE
1-172nd FA BN
2-197th FA BN
744th Transportation CO
3643rd OD CO

Transformation Units

197th Fires BDE
3-197th FA BN
3643rd BSB
372nd Signal CO
744th FSC

- 6) The attached information contains a sample of what will be mailed to Soldiers (E1-E7) affected by the transformation. The Phase 1 packet will be mailed NLT 10 January 2007.
- 7) E8's will be placed by State Command Sgt. Maj. Gregory Crotto and BN/BDE CSMs and unit Commanders.
- 8) E9's will be placed by State Command Sgt. Maj. Gregory Crotto and BN/BDE Commanders.
- 9) Warrant Officers will be placed by Command Chief Warrant Officer Richard Plant and BN/BDE Commanders.
- 10) Officers will be placed by an Officer Assignment Board in February 2007.

N.H. ARMY NATIONAL GUARD STATIONING PLAN

ARMORY

FUTURE STATIONING (as 19 DEC 06)

Berlin	- A (-), 3-197 th FA (46) + 12 attached (58)
Claremont	Released to state for distribution
Center Strafford	<ul style="list-style-type: none"> - 195th RTI (32) - NHNGTS Command (9) - Total (41)
Concord	<ul style="list-style-type: none"> - Joint Force Headquarters (144) - 54th Troop Command (22) - 12th Civil Support Team (22) - Recruiting & Retention Command (27) - 114th Public Affairs Detachment (8) - Det 2, 160th Eng Co (46) - Det 1, A (Distro), 3643rd BSB (54) - Duty Location for B (FMC), 3643rd BSB (11) - Det 2, 249th Med Company (26) - C (-), 3-238th GSAB (68) - 3-197th FA Bn HHB (93) + 4 attached (97) - 1986th Contracting Team (4) - Det 18 OSA (8) - Total (537)
Dover	Not used by NHNG
Franklin	- Det 1, C, 3-197 th FA (28)
Hillsborough	- 744 th (-) Forward Support Company (121) + 1 attached (122)
Keene	- 237 th MP Company HQ (CS) (66)
Lancaster	- Det 1, A, 3-197 th FA (28)
Lebanon	- Det 2, 237 th MP Company (CS) (52)
Littleton	- Det 1, 744 th Forward Support Company (64) + 1 attached (65)
Manchester	<ul style="list-style-type: none"> - 197th FIRES Bde (137) + 5 non-Army positions (142) - 372nd Signal Network Company (47) - B, 3643rd BSB (FMC) (82) - 3643rd Brigade Support Battalion HHC (84) - 39th Army Band (40) - MEDCOM (VA Hospital) (46) - Total (436) (+5 non-Army)
Milford	- C Company, 3-172 nd Mountain Inf (152)
Nashua	- B, 3-197 th FA (74) + 12 attached (86)
Peterborough	Release to state for distribution
Plymouth	- Det 1, 237 th MP Company (CS) (52)
Portsmouth	- C (-), 3-197 th FA (46) +12 attached (58)
Rochester	Released to state for distribution
Somersworth	- A (-), 3643 rd BSB (72) + 3 attached (75)
Woodsville	Released to state for distribution

Notes: 3643rd Brigade Support Battalion (BSB) consists of three units, Headquarters and Headquarters Company (HHC), A Company (Distribution Company), and B Company (Field Maintenance Company). Numbers reflect total personnel assigned by geographical location to include those sub-elements attached/detailed to specific locations (i.e. Cooks, Admin, Log). 3643rd BSB and 744th Forward Support Company para/lin breakdown provided by MAJ Wilson, 197th Bde AO as of 15 Dec 06.

SAMPLE MEMORANDUM

Including Enclosures

NHAG-P

20 December 2006

MEMORANDUM FOR NHARNG Soldier

SUBJECT: New Hampshire Army National Guard Transformation Process

- 1 You are receiving this letter as part of Phase 1 of the New Hampshire Army National Guard's Personnel Transformation process. An outline of the process is included as Enclosure 1.
- 2 During Phase 1, Soldiers from transforming units will be cross-leveled using their primary, secondary and additional MOS qualifications. Enclosure 2 is a listing of all positions within the future transforming units in which you are MOS qualified. Using the shaded PRIORITY column, prioritize from "1" to "5" (1 = most interested) those positions in which you are interested in serving. Positions not ranked will not be considered during the cross-leveling process.
- 3 Upon receipt of Enclosure 2 from all Soldiers/units, Soldiers will be "slotted" using the prioritization worksheet, critical unit fills, NCOES qualifications, bonus criteria, over-strength availability, travel distance and commander's discretion. Over the February/March drill weekends (25Feb07 for TC; 04Mar07 for BDE), you will be counseled by your command on the position in which you have been slotted. **During this counseling, you will be given the opportunity to ACCEPT OR DECLINE the position offered.** Those declining the offered position during the Phase 1 Cross Leveling will be given an opportunity during Phase 2 to attend a Job Fair (March 2007) and complete a dream sheet on desired duty positions, units and/or locations.
- 4 Some of the transformation MOS's do not have enough positions to place all Soldiers currently qualified in that MOS. See Enclosure 3 for an MOS Analysis. Every effort will be made to use over-strength positions to slot soldiers within their desired MOS. However, those not slotted during the Phase 1 Cross Leveling will be given an opportunity during Phase 2 to attend a job fair and complete a dream sheet on desired duty positions and/or locations.
- 5 A response to this letter is **MANDATORY AND MUST** be submitted to your unit Readiness NCO by the completion of January's drill weekend (21Jan07 for BDE Soldiers; 28Jan07 for TC Soldiers). Failure to respond will result in not being placed in a qualifying MOS during Phase 1 and the subsequent placement into the Soldier pool during Phase 2.
- 6 Any questions regarding this process should be directed to your unit Readiness NCO.

ENCLOSURE 1

Personnel Transformation Process Summary

The following is a summary of the Personnel Placement Plan for the transformation of the NHARNG. The plan consists of three phases: Phase 1 = Cross Leveling; Phase 2 = Job Fair/Placement and Phase 3 = Post Placement.

Phase 1 – Qualified or Like MOS Cross Leveling

In Phase 1, we will cross-level Soldiers from transforming units into an MOS for which they are qualified or into an MOS that is considered a “Like” MOS (see note below). Soldiers pending discharge or turning 60 prior to 30 Sep 07 will not be included in the transformation process.

The transforming units for this process are 197th FA BDE, 1/172nd FA BN, 2/197th FA BN, 744th Transportation CO and 3643rd OD CO.

NOTE: A “Like” MOS is an MOS in the future force structure that “replaces” an MOS in our current force structure. The “Like” MOS for this transformation process are:

13B (obsolete in new force) = 13M (new MOS)
13D (obsolete in new force) = 13P (new MOS)
88M (remains in new force) = 88N (new MOS)

Summary of Phase 1 Steps:

- Personnel and MTOE information are compiled.
- DCSPER will issue a Phase 1 Prioritization Worksheet to each Soldier (within transforming units) that is qualified in or considered to have a “like” MOS in the future force structure unit (NLT 10Jan07).
- Phase 1 Soldiers will submit their Phase 1 Prioritization Worksheet to their unit Readiness NCO (NLT BDE Units = 21Jan07; TC units = 28Jan07).
- DCSPER will compile the Phase 1 Prioritization Worksheets and forward the results to the Unit Commanders/AOs (NLT 07Feb07).
- Using the compiled prioritization lists, the Unit Commanders/AOs will finalize the Phase 1 Cross Level list (NLT 15Feb07).
- Soldiers will be counseled by their units on the results of the Phase 1 Cross Level list. Soldiers must accept or decline the offered position and sign the Phase 1 Cross Level list; acknowledging their decision (NLT TC = 25Feb07; BDE 04Mar07).
- Soldiers accepting are “slotted” and Soldiers not accepting are placed in the Phase 2 Soldier pool (NLT 13Mar07).

Phase 2 – Job Fair/Placement

In Phase 2, we will educate and place “unslotted” Soldiers into positions available in the future force structure. The education process will occur through Job Fairs being held in Manchester and Littleton, as well as a virtual Job Fair online. Soldiers will then be given the opportunity to fill out a Phase 2 Dream Sheet which will prioritize their desired DMOS, units and locations. The Unit Commanders/AO’s will finalize the Soldier assignments based upon the Dream Sheets, critical unit fills, NCOES qualifications, bonus criteria, over-strength availability, travel distance and commander’s discretion.

Summary of Phase 2 Steps:

- “Unslotted” Soldier pool compiled.
- Physical and virtual job fairs will be offered to the Phase 2 Soldier pool to educate them on MOS/unit/location opportunities (tentatively Manchester = 17Mar07 and Littleton = 24Mar07; 1 UTA from 0800-1200). The virtual job fair will be posted on the NHARNG public website (tentatively 17Mar07 thru 22Apr07).
- Phase 2 Soldiers will complete a Phase 2 Dream Sheet and return it to their Readiness NCO’s (NLT 22Apr07).
- Using the compiled dream sheets, the Unit Commanders/AOs will finalize the Phase 2 Placement list (NLT 14May07)
- The Phase 2 Placement list will be issued to units (NLT 28May07) and Soldiers will be counseled on their new positions.

Phase 3 – Post Placement

In Phase 3, personnel position assignments return to normal operation. Soldiers unsatisfied with their transformation assignment can request a unit transfer through normal channels and by Regulation. The logistical, training and facilities aspects of transformation begin to be implemented.

Summary of Phase 3 Steps:

- Training schools for Soldiers with a new MOS will be scheduled by units (NLT 30Jul07).
- Promotions and transfers will occur according to current regulation.
- Units will provide personnel updates to DCSPER for units not loaded into the state UMR.
- MTOEs will be loaded into the UMR as their Organization Authority is received.
- Logistical, training and facilities aspects of transformation begin.

ENCLOSURE 2

PHASE 1 PRIORITIZATION WORKSHEET

SOLDIER INFORMATION:

SOLDIER: <Rank> <Name>

CURRENT UNIT: <UIC>

QUALIFICATIONS: PMOS = <PMOS> SMOS = <SMOS> AMOS = <AMOS>

Using the shaded PRIORITY column, prioritize from “1” to “5” (1 = most interested) those positions in which you are interested in serving. Positions not ranked will not be considered during the cross-leveling process.

UNIT	PARA	LIN	TITLE	MOS	LOCATION	PRIORITY
3643rd BSB, HHC	106	04	LAN MGR*	25B1O	Manchester	
3643rd BSB, HHC	106	07	LAN MGR	25B1O	Manchester	
3643rd BSB, HHC	114	14	INFO SYS SP	25B1O	Manchester	
372nd Sig Co	103	08	ADP SECURITY SP	25B1O	Manchester	
372nd Sig Co	103	10	ADP SECURITY SP	25B1O	Manchester	
372nd Sig Co	104	02	INFO SYS SP*	25B1O	Manchester	
372nd Sig Co	104	02	INFO SYS SP	25B1O	Manchester	
372nd Sig Co	104	04	INFO SYS SP	25B1O	Manchester	
372nd Sig Co	104	04	INFO SYS SP	25B1O	Manchester	
HHS(-Det 1)/3/197th FA Bn HIMARS	110	01	LAN MGR*	25B1O	Concord	
HHS(-Det 1)/3/197th FA Bn HIMARS	110	02	LAN MGR	25B1O	Concord	
Comments:						

This worksheet MUST be submitted to your unit Readiness NCO by the completion of January's drill weekend (21Jan07 for Bde Soldiers; 28Jan07 for TC Soldiers).

NOTE 1: A Soldier's slotting is based upon the current MTOE. Positions may change as a result of an MTOE change. Each change will be handled on a case by case basis. The rotation schedule of slotted Soldiers into their new position and units has yet to be determined and will be handled on an as needed basis.

NOTE 2: Soldiers attending the job fair are not guaranteed an MOS of their choice. Every effort will be made to be fair and accommodate a Soldier's choices. Each Soldier will be evaluated against the minimum qualifications required for the MOS (ASVAB, Security Clearances, PULHES), as well as critical unit fills, NCOES, bonus criteria, over strength availability, travel distance, availability for MOS training and commander's discretion.

E3 thru E7 Positions Available in Transforming Units (Fires Bde, HIMARS BN, BSB, 744th FSC, 372nd Signal Co)

								FUTURE POSITIONS				
3 Digit MOS	MOS Description	Required PUL/HES	Required Clearance	ASVAB Score-Area <Jan 2002	ASVAB Score-Area Jan 2002 - Jan 2004	ASVAB Score-Area >Jan 2004 - Jun 2004	ASVAB Score-Area >Jul 2004	E7 AUTH	E6 AUTH	E5 AUTH	E4 AUTH	E3 AUTH
13B	Cannon Crewmember (Closed to Women)	CONVERT TO 13M MOS IF QUALIFICATION CRITERIA IS MET										
13D	Field Artillery Tactical Data Systems Specialist (Closed to Women)	222221	SECRET	FA-95	FA-93	N/A	N/A	2	2	2	4	9
13F	Fire Support Specialist (Closed to Women)	111111	CONF	FA-100	FA-96	N/A	N/A	3	3	2	3	2
13M	HIMARS Crewmember (Closed to Women)	222221	SECRET	OF-100	OF-95	N/A	N/A	12	24	30	54	24
13P	HIMARS Operations/Fire Direction Specialist (Closed to Women)	222221	SECRET	FA-100	FA-96	N/A	N/A	4	7	16	25	22
13S	Field Artillery Surveyor	211211	NONE	ST-95	ST-92	ST-91	N/A	1	1	1	1	1
14J	Air Defense C4 and Intel Operator/Maintainer	222221	SECRET	MM-100; GT-100	MM-97; GT-100	MM-99; GT-98	N/A		1			1
15Q	Air Traffic Control (ATC) Operator	222211	SECRET	ST-105	ST-102	ST-101	N/A	1			1	
21U	Topographic Analyst	211222	SECRET	ST-100	ST-96	ST-95	N/A		1	1	1	1
25B	Information Systems Operator	212221	SECRET	ST-100	ST-96	ST-95	N/A	2	3	3	6	5
25F	Network Switching Systems Operator Maintainer	212221	SECRET	SC-105; EL-105	SC-102; EL-105	N/A	N/A		1		1	
25L	Cable Systems Installer-Maintainer	111221	SECRET	SC-90; EL-90	SC-90; EL-89	SC-89; EL-89	N/A				3	
25N	Nodal Network Systems Operator/Maintainer	212221	SECRET	SC-105; EL-105	SC-105; EL-102	N/A	N/A		1	1	2	1
25Q	Multichannel Transmission Systems Operator/Maintainer	111221	SECRET	SC-100; EL-100	SC-98; EL-98	N/A	N/A			4	4	2
25S	Satellite Communication Systems Operator Maintainer	212221	SECRET	EL-120	EL-116	EL-117	N/A		1	1	1	1
25U	Signal Support Systems Specialist	111221	SECRET	EL-95; SC-95	EL-93; SC-93	EL-93; SC-92	N/A	1	4	5	9	9
25W	Telecommunications Operations Chief	222221	SECRET	N/A	N/A	N/A	N/A	2				
27D	Paralegal Specialist	222121	SECRET	CL-110	CL-107	CL-105	N/A		1		2	
42A	Human Resources Specialist	323333	NONE	CL-95	CL-92	CL-90	N/A	2	4	4	4	3
42F	Human Resources Information Systems Management Specialist	323222	NONE	CL-105	CL-103	CL-101	N/A			1	1	
42L	Administrative Specialist	323222	NONE	CL-95	CL-92	CL-90	N/A					1
44B	Metal Worker	222222	NONE	GM-90	GM-88; GT-85	GM-88; GT-83	N/A			1		4
45B	Small Arms/Artillery Repairer	222221	NONE	GM-90	GM-88; GT-85	N/A	N/A				1	1
45K	Armament Repairer	222221	NONE	GM-100	GM-93; GT-90	N/A	N/A		1			
46Q	Journalist	211121	SECRET	GT-110	GT-110	GT-110	GT-107			1		
46Z	Chief Public Affairs NCO	323332	NONE	N/A	N/A	N/A	N/A	1				
52C	Utilities Equipment Repairer	221121	NONE	GM-100	GM-97	GM-98	N/A			1	1	1
52D	Power Generation Equipment Repairer	221121	NONE	GM-100	GM-97	GM-98	N/A		3	2	3	5
52X	Special Purpose Equipment Repairer	222222	NONE	N/A	N/A	N/A	N/A	1				
56M	Chaplain Assistant	222221	SECRET	CL-95	CL-92	CL-90	N/A		1		2	
62B	Construction Equipment Repairer	222222	NONE	MM-90	MM-92	N/A	N/A				1	
63B	Wheeled Vehicle Mechanic	222222	NONE	MM-90	MM-87	MM-92	N/A		10	19	23	26
63H	Track Vehicle Repairer	222232	NONE	MM-90	MM-92	N/A	N/A		1			
63J	QuarterMaster and Chemical Equipment Repairer	222222	NONE	MM-90	MM-92	N/A	N/A			2	2	3
63X	Maintenance Supervisor	222232	NONE	N/A	N/A	N/A	N/A	10				
68G	Patient Administration Specialist (Patient Admin Sp),	323221	NONE	CL-95	CL-92	CL-90	N/A			1		
68J	Medical Logistics Specialist	222332	NONE	CL-95	CL-92	CL-90	N/A			1		
68W	Health Care Specialist	111121	NONE	ST-105; GT-110	ST-102; GT-110	ST-101; GT-107	N/A	2	3	3	8	4
74D	Chemical Operations Specialist	122221	NONE	ST-95	ST-92	N/A	N/A	1	2	6	4	
88M	Motor Transport Operator	222222	NONE	OF-90	OF-85	N/A	N/A	1	12	27	47	29
88N	Transportation Management Coordinator	222222	NONE	CL-100	CL-97	CL-95	N/A	2	3	1	1	
89B	Ammunition Specialist	222221	NONE	ST-100	ST-96	ST-91	N/A	1	2	2	4	4
92A	Automated Logistics Specialist	222222	NONE	CL-95	CL-92	CL-90	N/A	5	5	11	15	15
92F	Petroleum Supply Specialist	211221	NONE	CL-90	CL-88	CL-86; OF-85	N/A		3	19	34	1
92G	Food Service Operations	222332	NONE	OF-90	OF-85	N/A	N/A	2	2	6	11	8
92L	Petroleum Laboratory Specialist (Petroleum Lab Sp)	211221	NONE	ST-95	ST-92	ST-91	N/A			1		
92M	Mortuary Affairs Specialist	222221	NONE	GM-90	GM-88	N/A	N/A		1			
92W	Water Treatment Specialist (Water Trmt Sp),	211221	NONE	GM-90	GM-88	N/A	N/A	1	1	4	7	7
92Y	Unit Supply Specialist	222222	NONE	CL-95	CL-92	CL-90	N/A	3	11	6	14	4
94E	Radio & Comsec Repairer	111221	SECRET	EL-105	EL-102	N/A	N/A				2	
94F	Special Electronic Devices Repairer	111221	SECRET	EL-105	EL-102	N/A	N/A			1	3	
94P	Multiple Launch Rocket System (MLRS) Repairer	222221	SECRET	EL-95	EL-93	N/A	N/A		1	3	3	3
94W	Electronic Maintenance Chief	222221	SECRET	N/A	N/A	N/A	N/A	1				
96B	Intelligence analyst	222221	TS	ST-105	ST-102	N/A	ST-101	1	1	3	2	1
E8 and E9's will be placed by the CSM's and Cdrs								62	117	192	310	198